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The Honorable Donald J. Devine  
Director, Office of Personnel Management  
1900 E Street, N.W.  
Washington, D.C. 20415

Dear Don:

I wish to request that authority be delegated to the Director of Central Intelligence to determine shortage category positions so as to pay travel and transportation expenses for selected new appointees to the Central Intelligence Agency. I make this request based upon two considerations: CIA's exempt status and CIA's unique position needs.

As an Agency excepted from the competitive service by statute (CIA Act of 1949, 50 U.S.C. 403a. et seq.) the CIA maintains its own nationwide recruitment mechanism. With a mission unique in government, Agency recruitment efforts are intensive and use all the accepted means and sources for locating suitable candidates. While we generally are able to staff most of our positions adequately, we have found it difficult, and increasingly so, to locate enough suitable candidates for positions which involve qualifications not normally required for general government service. At the same time, the past adverse publicity about the Agency, the open knowledge of our overseas service, and the rising reluctance of suitable, qualified candidates to consider such service (for many reasons, not the least of which is the rise in terrorism and other types of civil disturbance) have added to the difficulty of our recruitment efforts.

My staff has studied this problem for some time and finds that the only practicable recruiting inducement for those applicants who fill the unique requirements of some of our positions is travel reimbursement. This method appears workable and is an accepted practice in government. Therefore, I would propose to pay travel and transportation expenses for those applicants who, because of their special qualifications, are in a shortage category for the Agency.

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Because of the President's desire to rebuild the Nation's intelligence capability, we face a difficult year in locating and recruiting a considerable number of new employees with special qualifications not easily found. To meet these increased recruitment demands I consider it important, indeed crucial, to be able to provide travel reimbursement when appropriate. Therefore, I would very much appreciate an early response. Our Director of Personnel, Mr. [redacted] is available for further discussion, if needed.

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Sincerely,

William J. Casey  
Director of Central Intelligence